

Fiscal Year 2022 Exit Survey

Respondent Basics

1. Why are you separating from this organization? **(REQUIRED)**
 - Non-permanent, seasonal, or internship
 - Voluntary separation
 - Lack of funding or end of project or contracted work, or layoff
 - Terminated or involuntary separation → Disqualified
 - Retiring → Go to retirement questions after page is complete

Main Reasons for Leaving

2. What are the top three reasons for leaving the organization? (select up to three)

- Changing careers
- Commute
- Continue education
- Co-worker(s)
- Dissatisfaction with type of work
- Emotionally burned out
- Family or personal reasons
- Health
- High workload
- Lack of consistent scheduling
- Lack of promotional opportunities
- Non-permanent position
- Organizational leadership or upper management (other than supervisor)
- Pay
- Promotional opportunity
- Relocating
- Safety
- Skill or career development (non-monetary)
- Supervisor
- Telework options
- Work/life balance
- Other (If other, please specify below)

3. If leaving the organization was due to family or personal reasons, was it a result of needing to care for another individual?

- Yes
- No
- Not applicable

Outgoing Engagement Assessment

4. What was your level of satisfaction with each of the following?
- Fair treatment of employees
 - Health insurance benefits
 - Innovation within your organization
 - Opportunities to give input and new ideas
 - Organizational leadership
 - Pay
 - Pension plan/retirement benefits
 - Promotional opportunities
 - Recognition for your contributions
 - Safety in the workplace
 - Supervisor
 - Support for diversity
 - Telework opportunities
 - Training/ development opportunities
 - Vacation/ sick leave
 - Workload expectations
 - Work/life balance
- i. All are on a 1 -5 scale. 1 low to 5 high, matrix-style
- 1 – Very dissatisfied
 - 2 – Dissatisfied
 - 3 – Neither unsatisfied or satisfied
 - 4 – Satisfied
 - 5 – Very satisfied
5. Did you participate in any organization or statewide committees, councils, or workgroups in the past two years? If so, which ones?
- Open comment

Post-Employment

6. After leaving this organization, where are you going?
- Another state government (outside WA)
 - Another Washington state department, agency, board, or institution
 - Education field/school district
 - Federal government
 - Going back to school
 - Hospital/medical field
 - Local government (city, county, port, transit, PUD, regional planning)
 - Non-profit/volunteer work
 - Not leaving for another employer (travel, family, health, relocation, etc.)
 - Private industry
 - Self-employment
 - Tribal government
 - Unsure/still searching for new employment
 - Prefer not to say
 - Other (please specify)
7. If a future opportunity became available at the organization you are leaving, how likely is it that you would be interested?
- 1 - Very Unlikely
 - 2 - Unlikely
 - 3 - Unsure
 - 4 - Likely
 - 5 - Very Likely
8. How likely would you recommend the organization you are leaving as a great place to work?
- 1 - Very Unlikely
 - 2 - Unlikely
 - 3 - Unsure
 - 4 - Likely
 - 5 - Very Likely
9. What could the organization have done to keep you?
- Open comment
10. Is there anything else you would like to say about your time with this organization?
- Open comment

Retirement Questions (From PAGE 1 – only if respondent selects “retiring” to question 1)

1. How long have you worked for the state of Washington?
 - 5 years or less
 - 6 to 15 years
 - 16 to 25 years
 - 26 to 35 years
 - 36 to 45 years
 - 46 or more years
 - Prefer not to say

2. What was the most enjoyable part of your state career?
 - Open comment

3. What is something you would like to see improved for others?
 - Open comment

4. Is there any advice you would like to give to an employee just starting their state career?
 - Open comment

5. Do you intend to work after you leave state service?
 - Yes
 - No
 - Unsure

6. How likely would you be to recommend the organization you are leaving as a great place to work?
 - 1 - Very unlikely
 - 2 - Unlikely
 - 3 - Unsure
 - 4 - Likely
 - 5 - Very likely

7. Can the organization contact you with questions after you retire?
 - Yes
 - No

8. If so, what is your contact information? (optional)
 - Name
 - Email
 - Phone

Thank you for your service to the residents of Washington. We are grateful for your contributions!

(Retirees move to PAGE 5: Demographic Questions)

Demographic Questions

11. Which organization are you leaving?

- (Full list of known participating organizations)

12. What is the job class you are leaving? *Note: Jobs are listed alphabetically. If your job class is not listed, select "Other" at the bottom of the list. All jobs that are exempt from civil service code are listed as "Exempt." Washington Management Services jobs are listed as "WMS".*

- (Full drop list provided)
- Prefer not to say
- Unsure
- Other

13. How long have you worked for your organization?

- Less than 1 year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 15 years
- 16 or more years
- Prefer not to say

14. Are you leaving a supervisory position?

- Yes
- No
- Prefer not to say

15. In which county did you work a majority of the time?

- All counties listed
- Field work 100%
- Out of state
- Prefer not to say

16. In the last month, how many days on average did you telework, per week?

- Less than 1 day/ad hoc
- 1 day
- 2 days
- 3 days
- 4 days
- 100% telework
- N/A – Doesn't apply to my position
- Prefer not to say

17. What is your age?

- Under 18
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+
- Prefer not to say

18. What is your gender?

- Female
- Male
- Non-binary/X
- Prefer not to say

19. Are you a U.S. Veteran?

- Yes
- No
- Prefer not to say

20. Do you identify as having a disability?

- Yes
- No
- Prefer not to say

21. Do you identify as LGBTQ+?

- Yes
- No
- Prefer not to say

22. What race and/or ethnicity do you consider yourself? (Select all that apply)

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Middle Eastern or North African
- Pacific Islander
- White
- Another race or ethnicity
- Prefer not to say